

**BERKELEY HEIGHTS BOARD OF EDUCATION
COMBINED CONFERENCE AND REGULAR MEETING
MINUTES
NOVEMBER 12, 2020**

CALL TO ORDER

The Combined Conference and Regular Meeting of the Berkeley Heights Board of Education was called to order on Thursday, November 12, 2020 at 7:00 PM via the media platform ZOOM by the Board President, Mr. Reinstein.

ROLL CALL

A roll call indicated the presence of the following members:

Mrs. Penna, Mr. D'Aquila, Mr. Gioia, Ms. Reilly, Mr. Cassano, Dr. Crisonino, Mrs. Kirsch and Mr. Reinstein. Also present were Dr. Varley, Mr. McKinney and Mrs. Felezzola.

STATEMENT

On November 12, 2020, this body by resolution adopted the schedule for this meeting. The time, date and location of this meeting were accurately set forth therein.

On November 12, 2020, this notice was provided to all schools, all PTO Presidents, the BHEA President and posted at the Administration Building. On the same date a copy was emailed to the Public Library, TAP into Berkeley Heights, the Courier News and filed with the Municipal Clerk to file and post at Town Hall. The meeting will also be announced on the District Sign at Columbia School.

This board meeting will be live-streamed on the media platform ZOOM and posted on BHPS Media via YouTube. Only the public portion of the meeting will be live and recorded. The discussions and actions of the board, the presentations and the comments from the public will be recorded. This is not an official record of the meeting; the written minutes are still the official record of the Board meeting.

ADJOURN TO EXECUTIVE SESSION

It was moved by Mr. Cassano and seconded by Mrs. Penna that the Board of Education adjourn to executive session, Motion carried.

WHEREAS, the provisions of the Open Public Meetings Act (N.J.S.A.10:4-1 et seq.) expressly provide that a public body may move into Executive Session and exclude the public from that portion of a meeting at which the public body discusses any of the nine areas set forth in N.J.S.A.10:4-12b; and

WHEREAS, the Berkeley Heights Board of Education has determined it necessary to move into Executive Session to discuss the following subjects, all of which are included in the aforesaid exceptions: Personnel - Substitute/Supplemental Personnel, Modified Leave of Absence Requests, Retirement, Employment of Paraprofessional, Extra-Curricular Activities, Additional Learning Evaluations, Revised/Extended Employment Contracts, Resignations; Student Matters; Negotiations with BHAA.

ADJOURN TO EXECUTIVE SESSION (continued)

NOW THEREFORE BE IT RESOLVED by the Berkeley Heights Board of Education that it does hereby move into Executive Session pursuant to N.J.S.A.10:4-12b to discuss the aforesaid matters; and

IT IS FURTHER RESOLVED that the aforesaid discussions shall be made public either at the Public Meeting following said Executive Session or at such time as any litigated or personnel matters are concluded; or upon conclusion of any negotiations or related discussions; or as otherwise specified; and

IT IS FURTHER RESOLVED that this Resolution shall take effect pursuant to law.

RETURN TO PUBLIC SESSION

It was moved by Mr. Cassano and seconded by Mrs. Penna that the Board of Education return to Public Session. Motion carried.

FLAG SALUTE

Mr. Reinstein led the board and the public in the Pledge of Allegiance.

Mr. Reinstein thanked Dr. Varley for everything she has done during the last few months. He shared two letters he received from parents expressing their gratitude for all she has done for the students and staff.

Mr. Reinstein gave a call out to Dr. Janosko and Mrs. Ringwood, who have been doing everything they can to keep our students and staff safe. They have worked tirelessly since we received notice of the exposure at the high school, working with our county officials, department of health, and making hundreds of phone calls. Thank you on behalf of everyone.

APPROVAL OF MINUTES

It was moved by Dr. Crisonino and seconded by Mr. Gioia that the Board of Education approve the minutes of the Combined Conference and Regular Meetings held October 8, 2020. Motion carried.

CORRESPONDENCE

The correspondence as listed on the agenda had been provided to the Board for their review and information:

- Email from Mr. C. Rinaldi; RE: Update to Attendance/Cancellation - Feedback
- Email from Mr. V. Martinez; RE: Transparency and OPRA Processing Costs
- Email from Mr. T. Maciejewski; RE: Transparency and OPRA Processing Costs
- Email from Mr. V. Martinez; RE: The Great Barrington Declaration
- Email from Ms. M. Dendinger, Mrs. S. Poage, Mrs. C. Jones, Ms. S. Spano, Mrs. M. Merrill, Ms. L. Ryan, Ms. D. Naldi, Mrs. I. Gerstenfeld, Ms. R. Shanageher, Mrs. C. Scales, Mr. F. Fabiano, Mr. P. Grant, Ms. S. Tennant, Mrs. T. Marcus, Mrs. B. Nikolich, Mrs. M. Niedenfuhr, Ms. C. Ekert, Mrs. C. Sangiovanni; RE: Reopening
- Email from Ms. M. Berry; RE: Reopening
- Email from Mrs. S. Poage; RE: Moving Forward
- Email from Ms. Stephanie Spano; Postpone Move to Plan A
- Email from Mrs. M. Niedenfuhr; RE: Plan A
- Email from Mrs. S. Saravay, Mrs. A. Simonelli, Ms. S. Spano, Ms. G. Friedenber, Mr. E. Quinonez, Mrs. L. Gillespie, Ms. C. Gamba, Ms. L. Sullivan, Mrs. M. Merrill, Ms. Romy Machin, Mrs. K. Simonelli, Mrs. S. Lloyd, Mrs. W. Goldstein, Mrs. P. Schiff, Ms. N. Dasti RE: Next Moves
- Letter from Mr. B. Faxon; RE: COVID-19, Youth Athletics and BHPS
- Email from Mrs. S. Saravay, Mrs. H. Bartolick, Ms. E. Barton, Ms. M. Berry, Mrs. A. Bird, Mrs. C. Bowden, Mrs. G. Bradford, Ms. S. Burga, Mrs. K. Calabrese, Ms. J. Cassidy, Mrs. K. Corcoran, Ms. N. Dasti, Mrs. K. Delatour, Ms. M. Dendinger, Mrs. L. DiBelardino, Mrs. C. Ekert, Mr. F. Fabiano, Ms. J. Ferragamo, Ms. G. Fridenberg, Mrs. I. Gerstenfeld, Mrs. L. Gillespie, Mrs. W. Goldstein, Mr. P. Grant, Mr. D. Grego, Ms. J. Hanselman, Mrs. G. Holzmann, Mrs. J. Jocus, Mrs. C. Jones, Mrs. S. Lamaita, Mrs. L. Liguori, Mrs. M. Liss, Mrs. S. Lloyd, Mrs. E. Long, Ms. Romy Machin, Mr. M. Madura, Mrs. J. Magliacano, Mrs. M. Merrill, Ms. K. Morris, Mrs. J. Morrison, Mrs. K. Murray, Ms. D. Naldi, Mrs. M. Niedenfuhr, Mrs. L. Place, Mrs. S. Poage, Mr. E. Quinonez, Mrs. L. Ryan, Mrs. C. Scales, Mrs. P. Schiff, Mrs. T. Schocklin, Mrs. A. Simonelli, Mrs. K. Simonelli, Ms. H. Smith, Ms. S. Spano, Ms. L. Sullivan, Mrs. L. Vassil, Ms. P. Wilczynski, Mrs. K. Wilson, Ms. C. Woods; RE: Opposing Move to Plan A
- Email from Ms. B. Roman; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. D. Scialfa; RE: Berkeley Heights COVID Outbreak
- Email from Ms. H. Hammett; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. K. Calabrese; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. E. Sena; RE: Berkeley Heights COVID Outbreak
- Email from Mr. J. Marx; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. D. McGann; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. D. Cavanaugh; RE: Berkeley Heights COVID Outbreak
- Email from Ms. G. Czerniak; RE: Berkeley Heights COVID Outbreak
- Email from Ms. A. Martis; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. P. Hetherington; RE: Berkeley Heights COVID Outbreak
- Email from Ms. C. DiNoia; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. J. Sheehan; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. K. Tota; RE: Berkeley Heights COVID Outbreak

CORRESPONDENCE (continued)

- Email from Mrs. L. Lesly; RE: Berkeley Heights COVID Outbreak
- Email from Mr. N. Korn; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. B. Healey; RE: Berkeley Heights COVID Outbreak
- Email from Ms. J. Jensen; RE: Berkeley Heights COVID Outbreak
- Email from Ms. E. Marks; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. K. Weber; RE: Berkeley Heights COVID Outbreak
- Email from Ms. M. Helmstetter; RE: Berkeley Heights COVID Outbreak
- Email from Ms. G. Mohr; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. A. Simonelli; RE: Berkeley Heights COVID Outbreak
- Email from Ms. U. Engel; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. T. Marcus; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. M. Wilson; RE: Berkeley Heights COVID Outbreak
- Email from Ms. D. Naldi; RE: Berkeley Heights COVID Outbreak
- Email from Mr. J. Marretta; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. D. Bokach; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. L. Mirabella; RE: Berkeley Heights COVID Outbreak
- Email from Ms. M. Koulouroudis; RE: Berkeley Heights COVID Outbreak
- Email from Mr. S. Hess; RE: BHPS will pause Plan A
- Email from Mrs. C. Sangiovanni; RE: Berkeley Heights COVID Outbreak
- Email from Ms. L. Basile; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. N. Manganeli; RE: I Do Not Feel it is Safe to Return to the Classroom at this Time.
- Email from Ms. L. Mendenhall; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. A. Bird; RE: Berkeley Heights COVID Outbreak
- Email from Ms. M. Mohr; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. M. Niedenfuhr; RE: Berkeley Heights COVID Outbreak
- Email from Ms. S. Spano; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. D. Reiss; RE: Berkeley Heights COVID Outbreak
- Email from Ms. L. Simon; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. B. Bohling; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. W. Goldstein; RE: Berkeley Heights COVID Outbreak
- Email from Mrs. K. Fleming; RE: School Safety
- Email from Mrs. G. Bradford; RE: Berkeley Heights COVID Outbreak
- Email from Ms. L. Moretti; RE: BHPS COVID Positive Cases and a 2 Week All-Virtual Request
- Email from Mr. D. McGovern; RE: Berkeley Heights COVID Outbreak

CORRESPONDENCE (continued)

-OPRA requests:

Date	Requestor	Request	Status
10/9/2020	J. Migueis	Communication, BOE, Sup't & Bobbi Peer 3/3/20 to present	Sent
10/9/2020	M. Dorman	Names & email addresses of all district employees	Sent
10/10/2020	T. Maciejewski	Donna Felezzola's browser history 1/1/20 to 3/1/20	Denied
10/11/2020	T. Forreger	June 29th Correspondence	Sent
10/12/2020	T. Maciejewski	Emails between Ramya Kathuri & Melissa Varley from 1/1/20 to present	Sent
10/14/2020	T. Maciejewski	Donna Felezzola Browser history 7/1/20 to present	Sent
10/14/2020	T. Maciejewski	Agendas & minutes from meetings between the BH BOE/BH Town Council 1/1/18 to present	Sent
10/21/2020	T. Maciejewski	Emails OPRA Matter Doug Reinstein , Melissa Varley, Donna Felezzola dated 8/10/20	Sent
10/21/2020	T. Maciejewski	Emails Donna Felezzola, Melissa Varley RE: OPRA Frustration dated 5/27/20	Sent
10/21/2020	T. Maciejewski	Emails from Doug Reinstein, Donna Felezzola, Melissa Varley RE Referendum	In Progress
10/21/2020	T. Maciejewski	All emails to/from all Board members 1/1/20 to present RE: Referendum	In Progress
10/23/2020	T. Maciejewski	All emails 1/1/20 to present sent by the Board members	Sent
10/23/2020	T. Maciejewski	All emails 1/1/20 to present by BOE with cc's & to	Does not exist
10/23/2020	T. Maciejewski	Emails from 1/1/20 to present RE: Executive Session Dinner Additional Conversations Board Retreat Voices For Change Racism at GL	Sent

REPORT OF THE STUDENT REPRESENTATIVES

Emily Haines reported the following:

- Even with everything up in the air at the moment, there is hope that there may be a few games left in some of the seasons. As of now the seasons that have been going on have been very successful.
- Football ended winning the title of conference champs with a 4-1 record.
- Girls soccer has a 4-4 record and are awaiting the news if they are allowed to compete in the state competition.
- Boys soccer ended their season with a record of 5-2-2.
- Field hockey is finishing with a 3-4 record. Great seasons for all.
- Winter sports sign ups and interest meetings are beginning for fencing, wrestling, track, and basketball. Many students are anxiously awaiting the decisions regarding the next season.
- The students are excited to hear the new possibility of watching the sports online through a live broadcasting channel. The specifics are not yet known, however the idea when indoor capacity is lowered could keep the GL spirit alive. Go GL!

Emily added that the new schedule at GL, even though it has only been a few days, has been working well. There have been many positive opinions on the progression. She feels that the days aren't as tiring and stressful and allow for a better learning environment. Also, the addition of a lab after lunch allows for the extra time desperately needed for science and AP classes.

Thomas Burke reported the following:

- With sports being temporarily put on hold at GL, many students have taken a greater involvement in clubs. Model UN held their introductory meeting recently and is now working with members to assign them to different delegations for upcoming conferences.
- TSA held their first meeting of the year, where they explained to new members the events of the club and future activities.
- Math League held their second competition of the year this past week.
- The Spanish Club is holding "Cena y Cine," dinner and a movie, this week.
- Science Olympiad updated members that there will only be a state level competition, not a regional one, held virtually in March or April.
- Throughout November, GL is working to spread awareness of various cultures, groups, and people. Guidance counselors have posted information to students about the various holidays occurring around the world this month including Day of Tradition celebrated in Argentina, Transgender Day of Remembrance celebrated internationally, and Diwali celebrated in India. The Understanding Asian Cultures club is also working to spread awareness of Diwali by preparing a video that will teach others about Diwali and even feature individuals celebrating the event.

- The National Honor Society offered membership to qualified juniors and seniors selected by the Faculty Council. The National Honor Society now joins other honor societies such as Science Honor Society and the math honor society, Mu Alpha Theta, who have welcomed new members and are now preparing for a formal induction ceremony next month.
- Student Auxiliary is supporting history teacher Ms. Wrantiz in her Wranitz Family Fundraiser Virtual 5K, which is raising money for Ms. Wrantiz's daughter who is currently battling cancer. The month-long virtual event allows people to walk, run, or bike to support the family's living and medical costs.

REPORT OF THE SUPERINTENDENT

Dr. Varley began her report with an update on the last several weeks, which have been very challenging. The District has been trying to deal with the fall out of the COVID 19 outbreak that was ignited by student parties over Halloween weekend.

As of this morning there are 48 students in the district who have tested positive:43 at GLHS, four at CMS and one at Mountain Park School.

In addition, there are 297 GLHS students who are quarantined due to coming into contact with a positive case. I want to make sure we understand that GL is remote, and not quarantined. People who are quarantined are not allowed to leave their house. The majority of GL students are able to leave their houses as they did not come into contact with a positive case. There are also 48 K-8 students who are quarantining due to having a sibling in school who has tested positive. Finally, there are 63 staff members who are currently quarantining due to coming into contact. I would like to thank Dr. Janosko and the district pandemic team. They did incredible work in contacting each one of these families over the course of the last week.

There was a drastic increase in cases on Tuesday, due to a delay in the reporting from the Westfield Department of Health which services Mountainside. Berkeley Heights receives its reports from the Union County Health Department. The vast majority of our cases are a direct result of the several Halloween parties. However, we are also finding that some are community spread positives. This means that an individual who was not at the Halloween parties, contracted the virus during the asymptomatic period from a person who had attended the parties; and we know of no cases in the schools that were contacted prior to the Halloween Parties.

Dr. Varley added that many people are questioning why the district is not moving all students to remote learning. Right now, the data does not support this decision. All five of the K-8 students were part of cohort B, and tested positive after their last day of school on October 30. When this timeline is combined with the fact that there have been no further positives in the K-8 population it means that the student population has not been in contact with these students since they tested positive. We know that students are best served by being in school, and we know that the spread of the virus is minimized by plastic barriers and mask wearing. For these reasons, and unless and until the data changes, we are planning to keep the K-8 school open for in-person instruction.

REPORT OF THE SUPERINTENDENT (continued)

We are hopeful that we will be able to return GLHS to in-person instruction on 11/19. However, this decision will depend on the number of GLHS students who are still positive at that time, and if the GLHS rate of positives is increasing or decreasing.

Dr. Varley reiterated that students in schools who maintain a level of social distance and wear masks are safe. Sad experience has taught us how quickly an outbreak can spread. The consequences of poor choices and relaxing our guard can be devastating. With Thanksgiving fast approaching, and college students returning home, please be sure to social distance, wear your masks, and remain vigilant. We are working hard to keep students safe and schools open, but we cannot do it without your help.

Dr. Varley reported that last Thursday, the district received a screenshot of a vile racist and homophobic Instagram account using the GLHS logo. This is unacceptable and will not be tolerated. The GLHS administration is continuing to investigate this bias incident and we have turned over all information to the BHPD. The district has been working hard to make sure that all students feel safe and included. While it is disheartening to think that one or more of our students would make an account that strives to divide us, we will not let it defeat us. Instead, she would like to focus on and commend all those who had the courage to stand up and say that these actions are unacceptable and are not the values of our community.

There are two presentations scheduled for this evening. The first, is now a very timely presentation on the District Diversity Initiative. It is Dr. Varley's hope that everyone will see the proactive steps that the district has been taking to address these issues. The second presentation focuses on the District's instructional efforts during the pandemic.

Following the presentations there will be a BOE discussion about snow days. Dr. Varley added that she is of the opinion that Snow Days are one of the joys of childhood. There are three snow days built into the calendar, and she would like to recommend that these three days be retained in the calendar. If we go over those three none would be added, if we do not use them they would be returned at the end of the year as per our normal past practice.

Diversity Committee Updates

Dr. Varley, Mrs. Kopacz and Mr. Hopkins, provided an update of the Diversity Committee at the elementary schools, middle school and high school.

Dr. Varley shared that in the spring, the committee began, focusing on all children and faculty. They met with the SAGA club at the high school, Sexuality Awareness and Gender Awareness, and then began to look at issues after that race, culture, religion, mental and physical disabilities. Dr. Varley acknowledged that our staff does not reflect our student population. We have collaborated with Teachers College of Columbia University, so that we have a larger pool of candidates for our opening positions.

REPORT OF THE SUPERINTENDENT (continued)

At each school level, a Diversity Committee exists, with a Diversity Action Team reporting to them. The Committee then reports to the District Diversity Committee. The mission is to support the GLHS, CMS and Elementary level Committees in celebrating the diversity of our community and by fostering inclusiveness and acceptance through a three tiered approach: Celebration, Communication and Education. The District Diversity Committee members are District Administrators, a Board of Education member, Supervisors, Parents/Community members, Teachers and Students. It will serve as a forum to discuss (and where necessary coordinate) building level initiatives, plan larger scale community centered events, and meet to hear district level and community concerns related to diversity, equity and inclusiveness issues. In addition, the District level committee will liaise with the Berkeley Heights Township Diversity Committee and the Board of Education.

The goals of the Diversity Committee are to promote and celebrate diversity, inclusion, multiculturalism, and cultural responsiveness through a variety of mechanisms; to provide all members of the community with a supportive space and the tools to learn about, discuss and ask question about issues and topics related to diversity, identity and inclusiveness; to facilitate communication between all members of our community through discussions of questions and issues and also through the search for a consensus with it comes to our community values and intentions; and to collaborate with other committees along with staff and parents in the ongoing pursuit of an inclusive and diverse school environment. Additionally, the committee will design specific systems to ensure that every child has an equal chance for success, commit to creating environments that are kind, open-minded, accepting, and loving by creating consistent goals and plans to achieve these goals, create accountability for the implementation of our diversity and inclusivity goals, and to serve as a liaison between parents and the greater school and district committees.

Examples of elementary school celebrations included the MKM Community Celebration site, monthly precepts, Todd Parr Stories-*It's OK to be Different*, *The Feelings Book*, *Be Who You Are*, Culminating monthly celebrations around precepts, diversity and traditions, weeks of respect, student's heritage and diversity day, Hispanic Heritage month, Diwali celebration and a cultural arts program, and character education and social-emotional learning lessons.

The structure of the GLHS and CMS committees are similar, and mirror the structure of the elementary school committees. The most important goal is empowering our students to take ownership of this initiative.

Three students on the high school committee Mackenzie Pierce, Sara Fajardo, and Alyssa Pradhan, shared what is happening at the high school.

REPORT OF THE SUPERINTENDENT (continued)

Mackenzie began by explaining that the goal of the GLHS diversity committee is to embrace and acknowledge diversity in our community. Steps to achieve this will be through raising awareness and taking educational action with the help of our members. By partnering with administration and faculty along with parents and fellow students, they are setting up action teams to address different aspects of GL's diversity. This includes working to create a Jewish Student Group and working alongside SAGA, Understanding Asian Cultures Club, GL Unfiltered and other groups. We feel that through the incorporation of these action teams, community events, round table discussions, and guest speakers, we will be able to provide proper education and steps towards equality and inclusion at not only our school but also throughout the district. Columbia Middle School is also following through with a similar program and our hope is to work together on some projects to emphasize the importance of diversity and inclusion. CMS has scheduled its second Diversity Club meeting for next week, Monday, November 16th at 2pm. They are excited to report that they have established our first Action Team which will be establishing an LGBTQ+ organization at CMS that will develop opportunities to educate the school community while creating a safe place for students to have conversations about difficult topics. There are a number of students already who have a high interest in participating in this action team, and who have lots of great ideas and energy.

Sara shared that they have had 2 successful events so far, including a Hispanic Awareness month celebration through the Guidance Department and a Bullying Awareness activity on Unity Day with the help of the GLHS Best Buddies Club. They are currently planning both a movie night and book club for staff, students and parents, with material that has been recognized for its inclusive message, and then have a discussion session afterwards. The first book will be Trevor Noah's Born A Crime - which will be in February at the start of Black History Month. They are grateful to the BHEF in supporting this effort, and feel this is a great opportunity to educate the community and have a good turnout. The students feel that this event, and the Diversity committee as a whole, will bring long needed change by promoting diversity and sensitivity in the whole community to make GL a welcoming, inclusive environment. They are excited to continue creating and planning events, diversifying curriculum, and focusing on immediate actions to improve GL culture, to have a long lasting impact on GL.

Alyssa shared information on a club she established with friends-Understanding Asian Cultures (UCA)-with the purpose of educating the school community on Asian cultures and celebrating them. They identified the need for UAC due to the lack of Asian representation, and felt that it was up to them, the student body, to take the initiative and celebrate their diversity. They have an upcoming event to celebrate Diwali. The main part of their plan is a video that explains what Diwali really is, and to feature students and parents or faculty to inform GL more about the holiday. They will include clips and photos of the different ways that Diwali is celebrated, through visuals of traditional dance, religious ritual, food, and traditional dress. They gathered and compiled from a Google form where students and faculty sent submissions. The other component is to engage everyone in an arts and crafts activity involving creating a diya, which is traditionally a clay oil lamp used to hold candles that are placed in various spots around homes during Diwali to symbolically rid darkness with light.

REPORT OF THE SUPERINTENDENT (continued)

Alyssa added that she is honored to take part in the celebration of Diwali and is incredibly grateful for this opportunity. As a South Asian American and a Hindu, it's fulfilling to see herself represented in the communities that she is a part of, and even more so that she can take an active role in celebrating her own identity. With the inclusion of the Diversity Committee at GL, students of all communities now have the chance to achieve the representation and celebration of their identity. Students can assume a more active role in taking the initiative to celebrate their diversity. She added that she is proud to be part of an educational system that is vocal and willing to help make school a more welcoming and inclusive environment for students from all backgrounds and walks of life. Especially in current times where there is evident divide and polarization, she believes that the efforts to educate the youth and welcome diversity is a step in the right direction for a better future. The Diversity Committee not only helps celebrate diversity but also gives us a chance to share our stories, and identifies what can be changed, fixed, and done to eliminate prejudice and discrimination. During discussions, she feels like her voice is heard, and that the Committee really does depend on students to propel its mission. We were able to address key issues and approach difficult topics that generally have been left untouched, and are actively working towards change, including in the curriculum. As a female Asian American junior, she feels a sense of pride as she and her peers help lay the groundwork for a united future for the younger generations to come. Alyssa looks forward to achieving much more through the committee over the course of the next two years.

Ms. Reilly asked about what our community looks like from a diversity and racial and ethnic perspective. That information has never been presented to the board, and she recognizes the town is becoming more diverse. It would be helpful to see what our changing community looks like. Dr. Varley responded that she can share that, but it is not just race, it is sexuality, disability, religion, etc. Ms. Reilly added she is pleased we have the relationship with Columbia Teachers College, however she would still like to have a better understanding of our current hiring practices. She is not looking for quotas, but it should be documented that we are looking for the broadest, more diverse candidates. She would like to see a presentation at a future meeting.

Dr. Crisonino added that he loves to see when students take the lead, and applauded the students. He asked if they have surveyed their peers to see what their concerns are. Mackenzie and Sara stated that they began the Student Activism club, now named GL Unfiltered, as a club looking at social justice. Since it has become more political, we have branched out more into the community. They have not done surveys, but they are extremely inclusive in the clubs. GL Unfiltered is a branch off of BH Unfiltered. The local group shared what they dealt with, which has been incredibly helpful. Dr. Varley added that we are working on parent and staff surveys as well.

Mrs. Kirsch gives lots of credit to what's going on at GL. She asked about what is happening at Columbia? Mr. Hopkins stated that CMS students are involved, but moving a little slower as they need time and direction. Ms. Acosta and Mr. Morra are heading the program, and are working very closely with the high school team.

Mr. D'Aquila thanked the students, and added that he thinks everything they are doing is great. He believes that bringing it down to the K-5 grades would be beneficial as well, having peers talking to them about it at that level, instead of just adults.

REPORT OF THE SUPERINTENDENT (continued)

Ms. Reilly asked the students when they have the events, do they draw a broad cross section of students? Alyssa responded that the Asian students club did have more than just Asian students join the zoom meeting last week. She expects that a diverse group will join the other groups.

Analyzing the Gaps using Benchmarks and Data: Mr. Scott McKinney and Mrs. Marybeth Kopacz.

Mr. McKinney and Mrs. Kopacz reviewed the data regarding benchmarks of students during the global pandemic, using data to identify gaps, differentiate instruction and meet student needs.

Mr. McKinney began by stating that for the last third of the school year, after having been forced into remote instruction due to the global pandemic, it became imperative that the district formulate a plan to identify gaps in curriculum and target instruction to foster student growth and achievement.

At the start of each school year, teachers use a variety of diagnostic tools and data points to learn about their students, including areas of strength, areas in need of remediation, and to gather baseline information used to provide evidence of growth and achievement. The information is used to identify trends, plan to address curricular/skill deficiencies, establish intervention plan to address identified student needs, effectively plan and group students to remediate, instruct and enrich according to student needs, and to collaborate with parents to develop a home/school partnership.

Mrs. Kopacz reviewed the data points and systems being used to gather this information. As the assessments were performed, results varied. Some students need significant supports and remediation, but many remained on track and on grade level, and some students thrived in their new learning environment. Overall attendance during the pandemic has been consistent or better than pre-COVID 19 attendance, which has helped with the continuity of instruction.

Mr. McKinney continued that in transition years, students entering 2nd, 6th and 9th grades, provide an additional challenge of learning the practices and procedures attached to moving into a new and different school setting. Instructing students in a virtual setting takes longer, as there are inherent issues with communication and checking for student understanding. Establishing class routines and limiting change increased efficiency and learning in the virtual classroom.

Students who are struggling or falling behind generally fall into one of the following categories: Lack of engagement and/or attendance in a remote learning environment, struggling with digital organization and online learning skills, and struggling with the virtual learning instruction with regards to screen time and stamina for learning.

REPORT OF THE SUPERINTENDENT (continued)

Mrs. Kopacz shared that the data analysis snapshot for K-5 reading showed a slight decline overall, as we would have predicted, in reading “at or above grade level.” This information is used to form reading groups where teachers are able to provide targeted support to facilitate growth for all students, and remediate any identified deficiencies.

Mr. McKinney reviewed the CMS Data Analysis snapshot, where one of the tools they use for grades 5-12 is Mathspace diagnostic. This is an adaptive technology platform that is tied directly to the New Jersey learning standards. The information shows that the students at the middle school finished the year off well, and began the year with the same or slightly better master of foundation Math skills than in the previous school year. The purpose of this snapshot is to show students who do need additional support in their math this year so that they will be successful in the new math programs going forward.

For GLHS, Mr. McKinney shared a snapshot of the AP exams in May 2020. Although it is a smaller segment of students, it is an important data point as it provides instructional feedback using a standardized assessment that can be compared locally and nationally despite the pandemic. Our students were able to take and pass their AP exams at an extremely high level. Additionally, even with the enrollment numbers gradually declining, participation in AP classes is increasing.

Mrs. Kopacz reviewed ways the district is addressing student needs and accelerating student learning. Many of the steps the DOE requires the district to take already have been accomplished, including prioritizing the most critical prerequisite skills and knowledge for each subject area and grade level, diagnosing student’s unfinished learning in prerequisite content knowledge and prerequisite skills, and adapting scope and sequence pacing guidance for each subject area and grade level to reflect where teachers might need to provide acceleration support. Ongoing areas include training our teachers and leaders to diagnose students’ unfinished learning and provide acceleration support, and monitoring your students’ progress on grade-appropriate assignments and adjusting supports for teachers and leaders based on student results.

Mr. McKinney continued that, as we organized our approach and accelerated student learning, we broke it into three large categories: curricular modifications, individualized student support, and maintaining student engagement. Our emphasis will be on building strong foundational skills that will support future growth and achievement, most easily observable in an adjustment to scope and sequence from prior years. We also have spent a majority of our time planning for differentiating and individualizing our supports to meet the needs of our learners. We continue to adjust and monitor our classroom instruction with an eye on maintaining high levels of student engagement and attendance in our programs. This is best accomplished through collaboration among teachers, students and their families.

REPORT OF THE SUPERINTENDENT (continued)

Mrs. Kopacz added that we continue to support our students with a multi-tiered system of supports including the first tier-Universal supports, which is all teachers providing support for all students, and to differentiate through process, product, content and assessment. The second tier, targeted, small group interventions, which is a strategic grouping; the third tier, or top of the pyramid, is intensive interventions, which is where there is a greater intensity and duration and we use significant staff and resources to provide students with what they need. The vital pieces of the puzzle to help students grow include leadership, family and community engagement, and a positive school culture and climate.

Mr. McKinney continued that our work is far from over, and we are still adjusting schedules and instructional models. We need to continue this cycle of data collection and planning to meet the needs of our students. This will require patience and flexibility by all involved. It will take longer than any of us would like, but we will continue to do the work necessary to meet the needs of all of our students.

Ms. Reilly commented that, on a global basis, the gaps don't look huge. Do the gaps grow if we stay remote? Have we looked at how we can support increased remediation?

Mr. McKinney replied that it is not a one size fits all solution to address gaps. Gains are small because of the environment.

Ms. Reilly suggested a temporary investment in teacher support.

Mr. McKinney replied that it is a fair question and we have to see what is out there and identify what supports are needed.

Dr. Crisonino asked if a similar analysis has been done for special education students.

Mr. McKinney replied that we did not blanket the special education population, but we did identify if those students struggled within those categories.

Mr. Gioia asked if the improvement in the Mathspace diagnostic from the beginning of the year is real, or is it possible students are using something out of the teachers view for assistance.

Mr. McKinney replied that it is difficult to identify that. They looked at the number of students who participated in Mathspace, and both the number of students and the work done does increase.

Mrs. Penna asked, with the increase in the number of students taking AP, do you think it attributes the fact of a modified exam, and is the passing rate of three or better standard for the students at GL?

Mr. McKinney replied that the performance was consistent with previous tests and he was happy they were able to take the tests.

REPORT OF THE SUPERINTENDENT (continued)

Mr. D'Aquila asked if other districts have had similar results.

Mrs. Kopacz replied that families provide great support to their children; we have not analyzed other districts.

Mr. D'Aquila suggested that we should consider how to help the parents.

Mr. Reinstein thanked Mr. McKinney and Mrs. Kopacz for the report, and looks forward to an update in the spring.

LIAISON REPORTS

Mrs. Penna reported that the BHEF continues working on pandemic related grants. Additionally, they are brainstorming Literary Lunch ideas for the high school and middle school, since this is usually held in person. The BHEF has expressed interest in being part of the diversity committee, and have been in touch with Mr. Hopkins. Lastly, they have a new, updated website: bhedfoundation.org.

Mrs. Kirsch reported that Ed Services is continuing with their hybrid model for handicapped students. The alternative high school in Elizabeth is continued remote; they were contacted by the State police, who are looking for a warehouse while they are working on getting the PPE.

Mrs. Kirsch also reported that the Environmental Committee obtained 17 Trex benches for the town, including Columbia Park. They are collecting the plastic bags again at Taylor Rental in town.

FACILITIES REPORT

Mrs. Felezzola reported that large roof top exhaust fans have been installed at the CMS multipurpose room, Hughes MP room and both gyms at GLHS. This will greatly improve the air circulation in those spaces and adjoining hallways and classrooms.

The repair of window springs is continuing, and our maintenance staff is installing LED lighting in the CMS multipurpose room and hallways. Additionally, they have replaced the lighting at the exterior of all schools. This project is an upgrade to current lighting, reduces energy costs and the cost of supplies will be reimbursed by the NJ Smart Start program.

CITIZENS HEARING

Mrs. Ruth Brogden, Berkeley Heights, thanked Dr. Varley and Mr. Nixon for their quick communication regarding the negative GLHS Instagram post. They identified the next steps the district would be taking. Mr. Nixon met with students to investigate and he continues to communicate with the students. She thanked the broader community members and parents for getting involved as well.

Mr. Lee Timmermann, Berkeley Heights, recommended that the board look at HEPA filters in the classrooms to be added to the budget for next year. He would like the board to consider upgrading the HVAC system.

Ms. Staci Toporek, Union, and teacher at GLHS, wanted to address the board and Dr. Varley about her concerns for her health and the health of her co-workers and students. She suffers from asthma and bronchitis and has a compromised respiratory system. The buildings are equipped with PPE, but we cannot control what happens outside of schools. The schools are not super-spreaders. She is angry that she was compromised by students. The district trusted parents and students to take responsible steps. She does not believe it is wise to return to hybrid on November 19. Other districts have chosen to stay closed until after Thanksgiving or winter break.

Mrs. Lindsay Mirabella, Raritan, and teacher at GLHS, does not feel that our staff is cared about. Not everyone is doing the right thing. She is shocked that all schools are not virtual. She is advocating for remote learning because of health concerns for students and staff.

Mr. Dan McGovern, Bridgewater, teacher at GLHS and President of the BHEA, shared that the teachers have worked tirelessly to deliver the highest quality of education to the students. He is urging the board to go all virtual instruction. Students and staff should not have to risk their lives to receive an education. He asked to be proactive and announce all virtual through two weeks after winter break.

Mrs. Nicole Manganelli, Berkeley Heights and teacher at GLHS, works incredibly hard. She does not feel comfortable going back to school next week. Being in quarantine is very inconvenient for her, and she is angry about it. It was not her fault; she has been very careful. She puts herself at risk each day. There are cases of children with mild cases that later develop issues. She does not believe that the elementary schools should be in session.

Mr. Todd Decker, Summit, and teacher at GLHS, discussed the increased number of COVID cases at GLHS. Some days he has two students in his classroom, and 17 students are virtual. There are a growing number of students going fully remote. He encourages GLHS to remain virtual until mid-January.

Mrs. Marcie Helmstetter, Chatham, and teacher at GLHS, was exposed to COVID 19 in the classroom. Teachers are working to address students' needs. It is a public health emergency in Berkeley Heights. It is not safe to have students back in school.

Mr. Jared Prupus, Chatham, and teacher at Mountain Park School, requests that all schools go virtual until after the holidays, to halt all plans to bring more students back.

Mr. Nicholas O'Sullivan, Bridgewater, and teacher at GLHS, thanked the Board of Education and administration for the safety efforts. Internally we are good, but externally there are concerns. He is urging an all virtual education.

Mr. Joseph Micelli, Union and teacher at GLHS, agrees with the previous comments. We need to be cautious about going back.

Mr. Reinstein thanked everyone for their comments. The board members recognize their comments, and they are trying to strike a balance. We are looking at the data and working with the health officers.

ADMINISTRATION

Items A-F: All Board members.

- A. DISTRICT POLICIES** It is recommended by the Superintendent of Schools that the Board introduce for study and first reading of the following revised bylaw and policy:

Board Member Qualifications and Code of Ethics 0142

Gifted and Talented Pupils 2464

A roll call indicated unanimous approval.

- B. DISTRICT GUIDELINE/POLICY** It is recommended by the Superintendent of Schools that the Board approve the following guideline/policy:

14-Day Quarantine for Employees upon Return from Travel/COVID-19 Incoming Travel Advisory Directive

A roll call indicated unanimous approval.

- C. APPROVE PROFESSIONAL DEVELOPMENT DAYS/TRAVEL REIMBURSEMENT** It is recommended by the Superintendent of Schools that the Board approve professional development days and travel reimbursement for district staff members, as indicated on Attachment A.

A roll call indicated unanimous approval.

- D. APPROVE REPORT OF SUPERINTENDENT** It is recommended by the Superintendent of Schools that the Board approve the report of the Superintendent regarding all acts of harassment, intimidation, and bullying in the Berkeley Heights Public Schools from September 24, 2020, through October 8, 2020.
A roll call indicated unanimous approval.
- E. APPROVE UNIFORM STATE MEMORANDUM OF AGREEMENT** It is recommended by the Superintendent of Schools that the Board approve the Uniform State Memorandum of Agreement Between Education and Law Enforcement Officials, 2020 Revisions, as signed by the Union County Acting Prosecutor, Berkeley Heights Chief of Police, Union County Interim Executive Superintendent of Schools, President of the Berkeley Heights Board of Education, and Superintendent of the Berkeley Heights Public Schools.
A roll call indicated unanimous approval.
- F. APPROVE SCHOOL SELF-ASSESSMENTS FOR DETERMINING GRADES UNDER THE ABR** It is recommended by the Superintendent of Schools that the Board approve the School Self-Assessments for Determining Grades under the Anti-Bullying Bill of Rights Act for each school in the Berkeley Heights School District for the period of July 1, 2019, through June 30, 2020, as presented to the Board of Education at its meeting on October 8, 2020.
A roll call indicated unanimous approval.

EDUCATION

Item A-B: All Board members.

- A. APPROVE AGREEMENT WITH UNION COUNTY EDUCATIONAL SERVICES COMMISSION** It is recommended by the Superintendent of Schools that the Board approve the Agreement with the Union County Educational Services Commission to provide a maximum of 20 psychological and educational assessments, as needed, during the 2020-2021 school year at the cost of \$420.00 per evaluation and a total maximum cost of \$8,400.00.
A roll call indicated unanimous approval.
- B. APPROVE AGREEMENT WITH EDUCERE VIRTUAL EDUCATION** It is recommended by the Superintendent of Schools that the Board approve the Agreement with Educere Virtual Education/Founders Education to provide Virtual Home Instruction services to Berkeley Heights Public Schools students during the 2020-2021 school year at the cost of \$29.00 per student/per course/per week. These services would be needed only when the district is unable to provide Home Instruction services through its own group of instructors.
A roll call indicated unanimous approval.

PERSONNEL

Items A-G: All Board members. Items H-I: Berkeley Heights only.

A. APPROVE SUBSTITUTE/SUPPLEMENTAL PERSONNEL It is recommended by the Superintendent of Schools that the Board approve the employment of the following substitute/supplemental personnel for the 2020-2021 school year:

Teachers/Paraprofessionals

Chiang, Josephine
Livingston, NJ

Daoulabani, Melissa
Berkeley Heights, NJ

Eskin, Christopher
North Arlington, NJ

Lucio, Elizabeth
Berkeley Heights, NJ

Luzuriaga, Rebecca
Berkeley Heights, NJ

Pariyacheri, Bindu
Berkeley Heights, NJ

Radano, Kelly
Berkeley Heights, NJ

Xu, Tianyou
Westfield, NJ

Home Instructors

Anderson, Kelsey
Bedminster, NJ

Lucio, Elizabeth
Berkeley Heights, NJ

Wartel, Amy
Rutherford, NJ

Instructional Review Teacher

(@ \$40.00 per hour)
Pariyacheri, Bindu
Berkeley Heights, NJ
(Effective 10/19/2020-11/12/2020)

Long-Term Substitute Teacher

(@ \$338.37 per day)
Pariyacheri, Bindu
Berkeley Heights, NJ
(Effective 11/13/2020)

Custodian

DelGado-Bonil, Greivin
Annandale, NJ

A roll call indicated unanimous approval.

B. APPROVE MODIFIED LEAVE OF ABSENCE REQUESTS It is recommended by the Superintendent of Schools that the Board approve modified leave of absence requests from district staff members during the 2020-2021 school year, as listed on Attachment B. A roll call indicated unanimous approval.

C. RETIREMENT OF ERICH WIEHL It is recommended by the Superintendent of Schools, with regret, that the Board accept the retirement of Erich Wiehl from his position with the District Central Maintenance staff, effective January 1, 2021. A roll call indicated unanimous approval.

D. APPROVE EMPLOYMENT OF PARAPROFESSIONAL It is recommended by the Superintendent of Schools that the Board approve the employment of the following Paraprofessional in the Berkeley Heights Public Schools for the 2020-2021 school year, as indicated:

<u>Name (School)</u>	<u>Effective Dates</u>	<u>Hourly Pay Rate</u>	<u>Hours Per Day</u>	<u>Annualized Salary</u>
Leslie Goncalves (GLHS)	10/26/2020- 6/30/2021	\$16.69	7.0	\$21,379.89 (prorated 10/26/2020- 6/30/2021)

A roll call indicated unanimous approval.

E. APPROVE EXTRA-CURRICULAR ACTIVITIES It is recommended by the Superintendent of Schools that the Board approve extra-curricular activities, staff members, assignments and stipends for the 2020-2021 school year, as listed below:

<u>Governor Livingston High School</u>		<u>2020-2021</u>
<u>Activity/Position</u>	<u>Instructor/Supervisor</u>	<u>Stipend</u>
TREND Advisor (50%)	Michelle Morin #	\$ 889.50
TREND Advisor (50%)	Robert Segear #	\$ 889.50

Supersedes approval of Robert Segear (full stipend), approved by the Board of Education on September 24, 2020.

A roll call indicated unanimous approval.

F. APPROVE ADDITIONAL LEARNING EVALUATIONS It is recommended by the Superintendent of Schools that the Board approve the employment of Jeannette Gates and Tara Pirozzoli, Learning Disabilities Teacher-Consultants in the Berkeley Heights Public Schools, outside of regular school hours to conduct learning evaluations for high school students whose evaluations were postponed due to the closing of schools from March through August 2020. If approved, Mrs. Gates and Ms. Pirozzoli would be compensated at an hourly rate based on their 2020-2021 annual salary for up to five (5) hours of work per evaluation for approximately 10 to 12 students.

A roll call indicated unanimous approval.

G. APPROVE REVISED/EXTENDED EMPLOYMENT CONTRACTS It is recommended by the Superintendent of Schools that the Board approve revised/extended employment contracts for the 2020-2021 school year, as indicated:

<u>Name</u>	<u>Position/ School</u>	<u>Current 2020-2021 Contract</u>	<u>Revised/ Extended 2020-2021 Contract</u>
Domenic Croce	Teacher of Music/ Columbia/ Gov. Livingston	9/1/2020- 11/23/2020	9/1/2020- 1/4/2021
Christina Futterknecht	Elementary Counselor/ Woodruff	9/1/2020- 11/23/2020	9/1/2020- 6/30/2021
Bailey Krasovec	Teacher of English/ Columbia	9/1/2020- 11/9/2020	9/1/2020- 1/4/2021
Robert Schwerdt	Teacher of Physical Education/ Mountain Park	9/1/2020- 11/2/2020	9/1/2020- 4/5/2021
Kacie Worswick	Grade 1 Teacher/ McMillin ECC	9/1/2020- 11/2/2020	9/1/2020- 2/1/2021

Explanatory Note: Mr. Croce is being recommended for continued employment in order to replace a staff member who is out on a leave of absence. Ms. Futterknecht, Ms. Krasovec, Mr. Schwerdt and Ms. Worswick all have been recommended for continued employment because the permanent staff members they are replacing have requested extensions of their leaves of absence. A roll call indicated unanimous approval.

H. RESIGNATION OF LISA FERRARI It is recommended by the Superintendent of Schools, with regret, that the Board accept the resignation of Lisa Ferrari from her position as Teacher of Music at Mountain Park School, effective November 24, 2020. A roll call indicated unanimous approval.

I. RESIGNATION OF MATTHEW ROSENTHAL It is recommended by the Superintendent of Schools, with regret, that the Boards accept the resignation of Matthew Rosenthal from his position as Instructional Review Teacher at Columbia Middle School, effective October 17, 2020. A roll call indicated unanimous approval.

BUSINESS

Items A-H: All Board members. Item I: Berkeley Heights only.

A. APPROVE PURCHASE OF PLEXIGLASS SHIELDS It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the emergency purchase for COVID-19 PPE of school desk barriers from Diamond Enterprises, Inc, to be utilized in the District, in the amount of \$44,840.00.
A roll call indicated unanimous approval.

B. APPROVE CLOUD-BASED WEB FILTERING It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the purchase of scalable cloud-based web filtering for every device in district from Securly, Inc., for the period 9/1/20-8/31/21, in the amount of \$13,461.25.
A roll call indicated unanimous approval.

C. APPROVE LEASE AGREEMENT FOR SWIMMING POOL USE It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the 2020-2021 Lease Agreement with the Morris-Union Jointure Commission for use of the swimming facilities at the Developmental Learning Center by the Governor Livingston High School swim teams in the amount of \$5,643.00.

Explanatory Note: This amount is prorated for the shortened athletic season.
A roll call indicated unanimous approval.

D. ACCEPT NON-PUBLIC AID It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education accept Non-Public Security Aid, as indicated below, for the 2020-2021 school year from the New Jersey Department of Education to be utilized by Diamond Hill Montessori School and FlexSchool upon submission of appropriate documentation.

	Diamond Hill Montessori School	FlexSchool
Non-Public Security Aid	\$2,275.00	\$5,775.00

A roll call indicated unanimous approval.

E. ACCEPT UNION COUNTY CARES ACT SUBAWARD INCREASE IN FUNDING It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education accept an increase of funding in the amount of \$19,838.66 of the Union County CARES Act Subaward to be used COVID-19 related expenses in the District.
A roll call indicated unanimous approval.

F. APPROVE SUBMISSION OF ALYSSA’S LAW SCHOOL SECURITY GRANT It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the submission of the application for Alyssa’s Law School Security Grant, in the amount of \$147,109.00.
A roll call indicated unanimous approval.

G. APPROVE COPIER LEASE PURCHASE It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education approve the five-year agreement with Atlantic, Tomorrow’s Office for one Savin IMC 6000 color copier, two Savin Pro 8310S copiers, two Savin MP7503 copiers, one Savin MP 4055 copier, and five Savin Pro 8300S copiers under the State contract #40467. Additionally, it is recommended that the Board of Education approve a five-year maintenance contract of \$0.0035 per black and white copy, and \$0.038 per color copy for five years with Atlantic, Tomorrow’s Office.

BE IT FURTHER RESOLVED that the Board approve the five-year lease purchase agreement with Municipal Capital Financing, LLC to purchase the copiers at a monthly cost of \$3,754.00.

Explanatory Note: District copiers with expiring leases are being replaced under the State contract with Atlantic, Tomorrow’s Office, with an overall monthly cost savings of \$2,000.00 per month.

A roll call indicated unanimous approval.

H. ACCEPT COMPREHENSIVE MAINTENANCE PLAN It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education accept the Comprehensive Maintenance Plan for Actual 2019-2020, Current 2020-2021, and Planned 2021-2022 as outlined in Attachment C.
A roll call indicated unanimous approval.

I. APPROVE EMERGENCY WINDOW REPAIRS It was moved by Mr. Gioia and seconded by Mr. Cassano that the Board of Education, in response to COVID-19, approve the emergency repairs and installation of New Caldwell Ultra Lifts for windows at Hughes School and Columbia Middle School by Architectural Window Manufacturing Corp., in the amount of \$29,066.00.
A roll call indicated unanimous approval.

FINANCE

Item A: All Board members. Items B-D: Berkeley Heights only.

- A. **PAYMENT OF BILLS** It is recommended that the Board of Education approve for payment the bills as listed on the bill lists as follows:

Payroll	10/15/20	\$1,937,704.51
	10/30/20	1,701,339.28
Accounts Payable	10/5/20	\$570,000.00
	10/5/20	564,729.67
	11/12/20	1,153,797.82
Total		\$6,027,570.95
Lease Purchase	10/22/20	\$ 3,900.00
	10/22/20	5,650.00
	10/22/20	11,500.00
	10/22/20	29,651.02
	10/26/20	\$ 216,096.00

A roll call indicated unanimous approval.

- B. **APPROVAL OF BOARD SECRETARY’S REPORT** It is recommended that the Board of Education, pursuant to N.J.A.C. 6A:23A-2.3, certifies that as of September 2020 after review of the Board Secretary’s monthly financial report (appropriations section) and upon consultation with appropriate district officials, to the best of our knowledge no major account or fund has been over expended in violation of N.J.A.C. 6A:23A-2.3, and sufficient funds are available to meet the district’s financial obligations for the remainder of the year.

A roll call indicated unanimous approval.

- C. APPROVAL OF TRANSFERS** It is recommended that the Board of Education authorize transfers for September 2020.
A roll call indicated unanimous approval.
- D. APPROVAL OF TREASURER'S REPORT** It is recommended that the Board of Education accept the financial reports of the Board Secretary, the Treasurer of School Funds Report for the months ending September 2020.
A roll call indicated unanimous approval.

OTHER BUSINESS

Dr. Varley stated that there are three days built into the calendar year for snow days. The State has said that with virtual learning, a district can choose not to have them. Dr. Varley feels that snow days are a joy for children, and the teachers, and would like to keep them in the calendar. If they are not used, they will be given back later in the school year. If there is a need for more than three, they will continue virtually. She asked the board for their input. The overall response of the board was to keep the snow days.

Mr. Reinstein stated that the next board meeting will be on December 3rd. We will honor our two out-going board members.

ADJOURNMENT

It was moved by Mr. D'Aquila and seconded by Mr. Gioia that the meeting be adjourned.
Motion carried.

The meeting was adjourned at 9:40 PM.

Respectfully submitted,



Donna A. Felezzola
Business Administrator/Board Secretary